

DD/O74-16912

PERS 19-5280

23 AUG 1979

MEMORANDUM FOR: Deputy Director of Central Intelligence

FROM : John H. Stein
Acting Deputy Director for Operations

SUBJECT : Personnel Development Program

REFERENCE : Memo for Heads of Career Services from DDIC
dated 15 Aug 79, same subject

Although we clearly have a need for identification and development of an executive cadre, the system proposed by NAPA would be even more unmanageable and ineffective for this Directorate than the present PDP. The DO Evaluation Board System, when combined with line management judgment, provides us with an excellent means of identifying candidates for the executive cadre. Our Senior Personnel Management Committee (SPMC) also is proving to be a useful mechanism for recommending the key and senior assignments which foster executive cadre development. Evaluation Board recommendations and the SPMC can be linked effectively, but neither can be made to track perfectly with the reporting constraints and timing requirements of either the present PDP or the [] proposal with its excessive emphasis on form rather than substance. I would hope that before the new PDP is set into concrete, we will have an opportunity for comment. We need a PDP system that actually can be used as a management tool and one that will produce a report for you that is meaningful.

STAT

John H. Stein

John H. Stein

cc: D/Pers

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Approved For Release 2005/08/02 : CIA-RDP82-00357R000800110040-2

ROUTING AND RECORD SHEET

SUBJECT: (Optional)

FROM:

Acting Director of Personnel
5E 58 Hqs.

EXTENSION

NO.

DATE

DDA - 79-0863/2

ER 79-6809/2

PERS 79-4932

TO: (Officer designation, room number, and building)

DATE

OFFICER'S
INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

1. Executive Officer to the
DDA
7D 18 Hqs.

8/10

2.

3. Acting Deputy Director
for Administration
7D 18 Hqs.

8/13

ARM

4.

5. Executive Registry
7E 12 Hqs.

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6.

7. Deputy Director of
Central Intelligence
7E 12 Hqs.

8/15/79

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DD Pers

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11. DD Pers / P & C

B

12.

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7. In order to maintain a continuing level of awareness of the need for succession planning on the part of the Deputies, I recommend that you sign the attached memorandum. It references one on the same subject which you signed on 2 April 1979. You may still wish to talk with each Deputy concerning the current status of the FY 1979 PDP.



a meeting & pers.
discusses the
format for PDP -